



Sean Rogan
Executive Director

**HOUSING AUTHORITY
of the County of Los Angeles**

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Gloria Molina
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Commissioners

October 11, 2011

The Honorable Board of Commissioners
Housing Authority of the
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

ADOPTED

BOARD OF COMMISSIONERS
HOUSING AUTHORITY

#2-H OCTOBER 11, 2011

Sachi A. Hamai
SACHI A. HAMAI
EXECUTIVE OFFICER

Dear Commissioners:

APPROVE HEALTH PLANS (ALL DISTRICTS) (3 VOTES)

SUBJECT

This letter recommends approval of the Community Development Commission (Commission) employee health benefits for the 2012 calendar year. Housing Authority approval is required because Housing Authority funds will be used to pay the benefits for Commission employees working in Housing Authority programs. This letter relates to an item on the agenda of the Board of Commissioners of the Community Development Commission.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Find that approval of the employee health plans for the 2012 calendar year is not subject to the provisions of the California Environmental Quality Act (CEQA) because the activities are not defined as a project under CEQA.
2. Authorize the Executive Director or his designee to approve the proposed premium rates (Attachment A) for group medical plans provided by Anthem Blue Cross of California Health Maintenance Organization (HMO) and Preferred Provider Option (PPO), and Kaiser Health Plan (Kaiser), effective January 1, 2012.
3. Approve the combined payment, with the Community Development Commission, of the employer-paid medical subsidy for the 2012 calendar year to Anthem Blue Cross of California and Kaiser, at an estimated cost not to exceed \$495,000.
4. Authorize the Housing Authority to fund all health plan costs using funds included in the approved

Fiscal Year 2011-12 budget and funds to be approved through the annual budget process for Fiscal Year 2012-13, as needed.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of the recommended action is to provide Commission employees affordable health care coverage that is comparable with plans offered to County employees for the 2012 calendar year. The current plans end on December 31, 2011. Housing Authority approval is required because Housing Authority funds will be used to pay the benefits for Commission employees working in Housing Authority programs.

FISCAL IMPACT/FINANCING

For the 2012 calendar year, the minimum contribution under the Flexible Benefit, Optional Benefit and Contract Benefit plans will increase by \$60 per month. The Flexible Benefit Plan will increase from \$1,003 per month to \$1,063 per month. The Optional Benefit Plan will increase from \$745 per month to \$805 per month. The Contract Benefit Plan will increase from \$653 per month to \$713 per month. These increases are being provided to assist employees with the purchase of medical, dental vision, and life insurance benefits for a total estimated cost of \$340,000.

The employer-paid medical subsidy is estimated to not exceed \$495,000 for the 2012 calendar year.

The current Fiscal Year 2011-12 budgets of the Commission and Housing Authority include funds for the proposed health plan changes through June 30, 2012. The annual budget process for Fiscal Year 2012-2013 will include funding for the remainder of the calendar year costs.

The meet and confer process is currently underway with The Laborers' International Union Of North America, LOCAL 777 (LIUNA), and that process could result in the seeking of a modification of this letter at a future date. Until such time as the current contributions and subsidies are modified, the increased cost of the group insurance premiums will be borne entirely by the affected employees.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Currently, employees covered by the Flexible Benefit Plan receive an employer contribution expressed as a percentage of salary, but not less than a minimum contribution of \$1003 per month. Employees covered by the Optional Benefit Plan receive \$745 per month. Employees covered by the Contract Benefit Plan receive \$653 per month. For 2012, the minimum contribution will increase to \$1063 per month for the Flexible Benefit Plan, to \$805 per month for the Optional Benefit Plan and to \$713 per month for the Contract Benefit Plan. The estimated annual cost of this increase is \$340,000. On October 11, 2005, the Board delegated authority to the Executive Director of the Commission to increase these contributions, provided the amounts do not exceed the contributions for County of Los Angeles employees. The County contributions are currently at \$1,078 and \$809 under the MegaFlex and Flexible Benefit Plans, respectively.

Employees are currently provided with Anthem Blue Cross HMO, Anthem Blue Cross PPO, and Kaiser as employee medical plan options. During the month of August, the Commission evaluated these plans and the cost increases for 2012, with the assistance of the Commission's insurance broker, Alliant Insurance Services.

Negotiations with Anthem Blue Cross resulted in a premium increase of approximately 9.8% for the

HMO and 20.8% for the PPO. Kaiser is requiring an overall increase of 11.9%.

In an effort to help employees pay for medical insurance coverage, the Commission will continue to provide an employer-paid medical subsidy. This amount, estimated at a cost of up to \$495,000, plus the amount contributed by each employee, will fund the premiums for medical insurance in 2012.

The new monthly contribution for each medical plan is provided in Attachment A.

The County's Chief Executive Office and County Counsel have reviewed this letter. On September 28, 2011, the Housing Commission recommended approval of the proposed plans.

The annual open enrollment period, which allows Commission employees to enroll in their health plans for 2012, will begin following Board approval. Commission employees must have at least a two week period to enroll so that the Commission may submit the new enrollment details to the health plan providers during the month of November. Any delays will prevent the Commission from meeting the enrollment deadlines and contractual agreements with the health plan providers which are due to expire on December 31, 2011.

ENVIRONMENTAL DOCUMENTATION

This action is exempt from the provisions of the National Environmental Policy Act pursuant to Title 24 of the Code of Federal Regulations, Part 58, Section 58.34 (a)(3) because it involves administrative activities that will not have a physical impact on or result in any physical changes to the environment. The action is not subject to the provisions of CEQA pursuant to State CEQA Guidelines 15060(c)(3) and 15378 because it is not defined as a project under CEQA and does not have the potential for causing a significant effect on the environment.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

The recommended actions are consistent with the principle of promoting the well-being of Commission employees and their families by offering comprehensive employee benefits.

Respectfully submitted,



SEAN ROGAN

Executive Director

SR:jd

Enclosures

Attachment AMonthly Employee Contribution for 2012*

Anthem Blue Cross HMO*

Employee Only	\$456.00
Employee + One	\$854.00
Family	\$1130.00

Anthem Blue Cross PPO*

Employee Only	\$705.00
Employee + One	\$1495.00
Family	\$2130.00

Kaiser*

Employee Only	\$456.00
Employee + One	\$854.00
Family	\$1125.00

* Reflective of the employee cost after the subsidy is applied to the actual plan cost for non-represented employees.